



55 Access Road, Warwick, Rhode Island 02886 U.S.A. (401) 732-6200 Fax (401) 738-1684 www.natchain.com

Expectations of our Business Partners

National Chain is a company that takes its legal and social responsibilities seriously. To maintain a high standard in both regards, National sets high expectations of itself in its business practices. To ensure success in meeting its legal and social duties, National extends these requirements to its business partners as well. Below is an outline of these requirements to achieve National's goal of not only practicing ethical business conduct on its own but also promoting sound legally and socially responsible practices in its business partners.

Legal Compliance

National Chain is committed to full compliance with regulations and laws affecting its business operations, including the environment, health and safety, employment and human rights, and any other applicable areas.

Discrimination

National Chain prohibits discrimination against any employee or applicant on the basis of race, color, sex, sexual orientation, age, religion, national origin, marital status, ancestry, citizenship, veteran status, pregnancy, medical condition, physical or mental disability or any other characteristics to the extent protected by law.

Labor, Health & Safety

National Chain complies fully with applicable labor laws and strongly opposes child labor and forced labor of any kind. It also does not restrict or inhibit employees' rights to organize and collectively bargain. Workplace safety remains the highest priority at all times. National Chain is dedicated to upholding high standards for a safe and healthy work environment for all its employees.

Gifts or Bribery

National Chain and its employees may not engage in providing or accepting any gifts, payments, or hospitality to inhibit or influence governmental process or business activities. National Chain has a firm stance against bribery in any form.

Anti-Money Laundering, Conflict Regions, Terrorism

National Chain has a written policy against money laundering and the financing of terrorism. It is also SRSP certified regarding the avoidance of using conflict minerals.

Human Rights

National Chain recognizes the safeguarding of human rights as a fundamental necessity in its business practices and those of its partners. It carries out regular risk assessments to ensure the protection of human rights in the totality of its operations.

Grievances

Please contact compliance@nationalchain.com if you wish to raise a grievance or require any additional information.

Please initial and date below to acknowledge you have read and understand these expectations.

Initial: _____

Date: _____